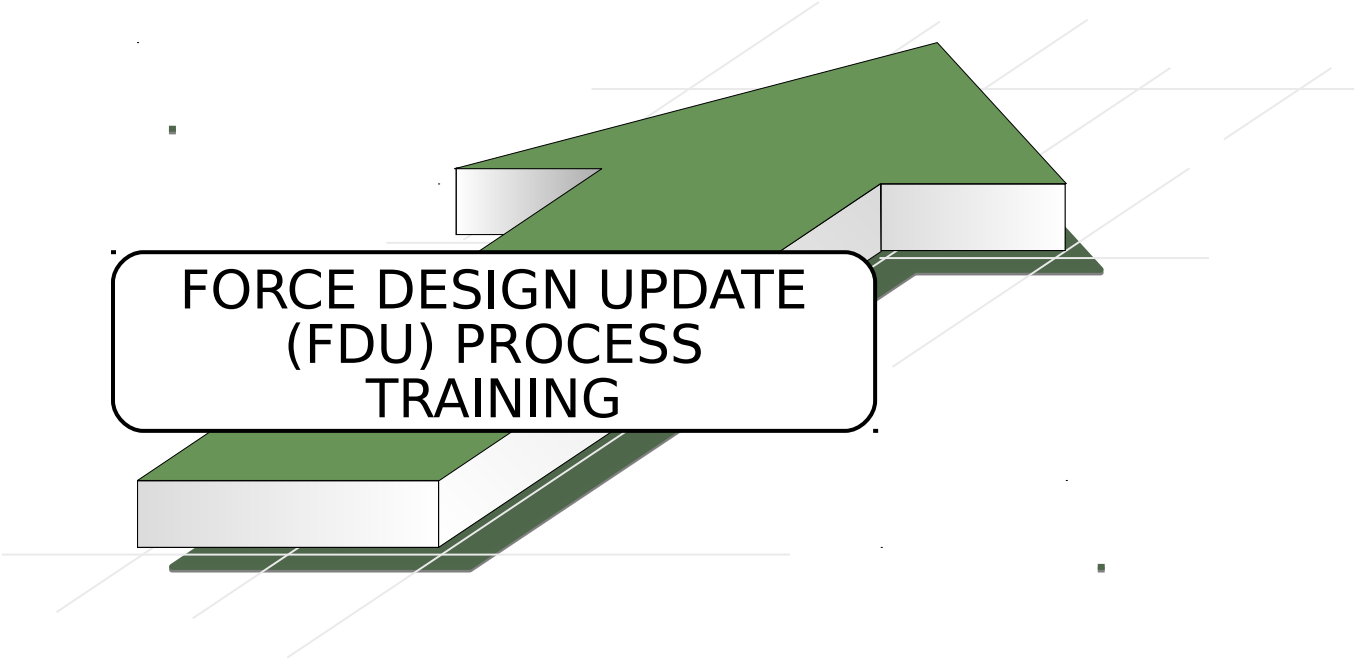


FORCE DESIGN UPDATE (FDU) PROCESS TRAINING

6 October 2006

FORCE DESIGN DIVISION

Participating Sites/Agenda

PARTICIPATING SITES

02 May 06 0800-1000 Central

- TRADOC HQ, others
- PENTAGON: DAMO-FM, Others
- Ft LEAVENWORTH
- Ft Belvoir (USAFMSA, others)
- Ft Eustis
- Ft Lee
- Ft Sill
- Ft Benning
- Colo[illegible]rings
- Ft[illegible]m
- F[illegible]nox
- F[illegible]onard Wood
- Ft [illegible]
- Redstone

05 May 06 1530-1730 Central

- TRADOC HQ, others
- PENTAGON: DAMO-FM, Others
- Ft LEAVENWORT[illegible]
- Ft Belvoir (USAF[illegible] oth[illegible]
- Ft [illegible]
- Colo[illegible]ings
- Korea [illegible]mp[illegible]ng
- Ft Hucc[illegible]a

AGENDA

02 May 06 Centra[illegible] Tim[illegible]

0800 - 0815	Roll Call, Intro[illegible]ction	Dir, FDD
[illegible]815 - [illegible]00	Fo[illegible] Design Upda[illegible](FDU) p[illegible]ss	Dir, FDD
[illegible]900 - 0[illegible]0	HQD[illegible](FIFA process)	DAMO-FM
[illegible]000	Questi[illegible]	Proponents / Dir,

0[illegible] May 06 Central Time

1530 – 1545	Roll Call, Introduction	Dir, FD
1545 – 1630	Force Design Update (FDU) process	Dir, FDD
1630 – 1700	HQDA (FIFA process)	DAMO-F
1700 – 1730	Questions, Close	Proponents / Dir, F

SAMPLE

Regulatory/Force Design Guidance

FORCE DESIGN DIVISION

1. Develop and promulgate guidance and formulate general plans, priorities, and overall TRADOC procedures for execution of TRADOC design and goals and objectives.

2. Exercise staff responsibility for management, coordination and consolidation for those TRADOC actions impacting on current and f Army force design and force structure. Serves as TRADOC focal po analyzing, evaluating effectiveness, and integration of force desig force structure alternatives.

3. Conduct the Force Design Update (FDU) process for the Army.

4. Manages TRADOC participation in the Total Army Analysis (TAA) program. Coordinates and directs the TRADOC analysis and input t TAA process.

5. Plans, programs and conducts force structure analysis.

6. Participates in Functional Area Assessments Formal Reviews.

TRADOC Reg 10-5-2, para 7-3

Regulatory/Force Design Guidance

SUBJECT: Approval of Army Warfighting Requirements

- 11 Dec 03 CSA designates VCSA to approve all Force Design Updates

- Rationale: Rapidly changing technology, constrained budget, increased sustainment costs, link requirements to resourcing, increase emphasis on Joint Interoperability, Army Transformation, TF Modularity.

- Requirements generation process will not change – TRADOC develops requirements (DOTMLPF) – provides recommendation to HQDA for approval.

BOTTOM LINE: TRADOC determines requirements, HQDA approves and resources requirements.

FORCE DESIGN DIVISION

FDU Environment

- **Constrained resource (personnel and equipment) environment.**
- **Still must abide by the HQDA DIR FM memo dtd Nov 02: requesting a bill payer methodology for each FDU.**
- **TRADOC and HQDA executing VCSA directed review of the modular designs to establish MMEWR**
- **CG TRADOC reluctant to determine requirements that place unexecutable bills on the table.**
- **DIR-FM reluctant to recommend approval of any FDU that places a bill (personnel or grade) on the table.**
- **Challenged to resource required force in TAA 08-13 (over a 30k AC bill to pay).**
- **Even if approved, Army may delay implementation for a number of years ("boning" resources become available**

BOTTOM LINE: FDU must present viable billpayer methodology to have a high probability of success.

Purpose

To provide an overview of the Organizational development process and guidance on how to submit Force Design Update (FDU) packets.

FORCE DESIGN DIVISION

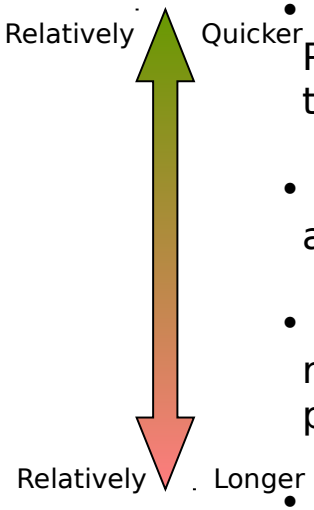
Agenda

- Overview of Organizational Development Process
- Methods to Achieve Organizational Design Changes
- The Force Design Update (FDU) Process
- HQDA FIFA Analysis

Overview of Organizational Development Process

- Capability short fall/requirement
- DOTMLPF Analysis
- Method to achieve organizational adjustment (admin, BOIP, FDU, etc)
- Documentation Process – Table of Organization & Equipment (Development & Approval)
- Total Army Analysis (TAA) – Recognition of Requirements and Resource Allocation

Methods to Achieve Organizational Design Changes



- **Administrative Adjustments** to Table of Organization & Equipment (TOE) – DA Form 2028

- **Military Occupational Classification & Structure (MOCS) Adjustments –** Personnel changes internal to an organization's design (changes to standard duty titles and standards of grade)

- **Basis of Issue Plans –** Establishes requirement for specific equipment within an organization (causes changes to associated personnel and equipment)

- **Capability Development Document (CDD) –** Generates new material requirement (causes personnel and equipment changes associated with the new piece of equipment)

- **Force Design Update (FDU) –** Primary method for changing designs of existing organizations and creating new designs
  - Regular Cycle (2 per year)
  - Out of Cycle (Rarely done)
  - FDU JR (abbreviated issue and abbreviated procedure)

- **Major Redesign/Restructuring Initiatives –** Similar process as FDU, but generally larger scale effecting all organizations within a
  - specific proponency (i.e. Aviation Restructuring Initiative (ARI) or Medical Restructuring Initiative (MRI))
  - or echelon (i.e. Force XXI Division Design or Operational HQ Redesign)

FORCE DESIGN DIVISION

The FDU process

- Proponent Review & Development – Capability Statement, DOTMLFP Analysis, O&O Concept, URS.
- Review Board – HQ TRADOC (FDD Lead), HQDA G1, G3, G4, G8, OCAR, NGB, CASCOM, TWVRMO, USAFMSA
- Field Staffing – Over 200 addressees (MACOMS, CORPS, Combatant Commanders, HQDA, TRADOC Proponents)
- HQDA Force Integration Functional Area (FIFA) Analysis
- Requirement determination (TRADOC) – CG TRADOC / DIR ARCIC / DCG-CA
- Requirement Approval (HQDA) – CSA / VCSA, HQDA G3

FORCE DESIGN DIVISION

The Force Design Update Process

0

Announcement and classes

GOOD IDEA!

Field Units

TP 525-68 Concept for Modularit

HQDA

ASCC MACOM

CMBT CMDR

TRADOC FDD

TRADOC PROPONENT SCHOOLS & CENTERS

7

US Army Force Management Support Agency

Total Army Analysis

MTOE Development

TOE Developm

VCSA APPROVED DESIGN

VCSA APPROVAL OF DESIGN FOR IMPLEMENTATION AND RESOURCING

6

FIFA Recommends
•Implement
•Return to TRADOC
Send to TAA

FIFA

Development Process

Decision Process

1

Review & Development by Organizational Proponent
(Operational Concept & Unit Reference Sheet)

Commandant Approves Concept Submits to HQ TRADOC for inclusion in FDU.

ARMY
G1
G3 G4
G8

Proponent Bill Payer

No Bill Payer

5

HQDA-G3 ACCEPTS / REJECTS TRADOC DETERMINED REQUIREMENT

•TELECONFERENCE
DAMO-FMF
USAFMSA
PROPONENT
FDD

2

•TRADOC HQ
•FDD (Lead Office)
•CD, LOG DIV
•AIMD
•RID, DOC DIV
•PPD
•DCSOPS&T
•CASCOM
•TWVRMO
•OCAR
•NGB
•HQDA (DAMO-FMF lead)
•ARMY G1 ARMY G4
•ARMY G3 (DAMO-FMF,FMO,USAFMSA)
•ARMY G8
•FORSCOM
•BRANCH PROPONENT (as required)

•Determines supportability.
•Validates:
•requirement shortfall.
•need for a new capability.
•Identifies potential implementation issues for acti

Initial FIFA Analysis

Chief, FDD

FDD

Include in FDU Cycle, or FDU Jr

RESOLUTION OF REVIEW BOARD ISSUES

•Ready
•Ready, but requires certain fixes

TRADOC DIR, RID

Release for Field Staffing

3

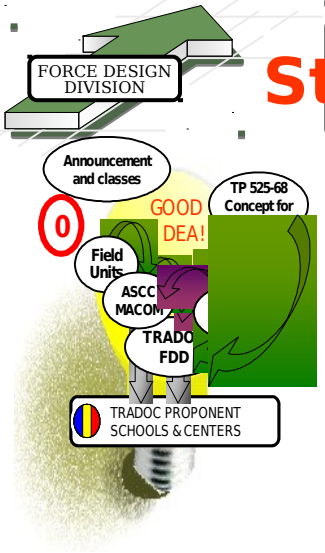
FIELD STAFFING

DCG-CA or DIR, ARCIC

Determination of Requirement for CG TRADOC

4

Represents Decision Point



Step 0: In the Beginning . . . The Good Idea!

Good Ideas Can Come from Anywhere

- **Proponent schools and centers frequently generate issues for development in the FDU process as a result to changes in missions, doctrine, or force modernization**.

  - FDU 06-1: Financial Management for Military Pay. The Finance School (FIS) requires a redesign of the Financial Management Detachment (FMD) table of organization and equipment (TOE), 14527GA00, to reestablish military pay input capabilities within the FM structure. This capability was taken out of FM designs during the Financial Management Redesign FDU Jr. (approved JAN 05) in anticipation of the activation and implementation of the Defense Integrated Military Human Resources System (DIMHRS).

- **Army field units, Major Army Commands (MACOM), and Army Service Component Commands (ASCC) frequently forward issues for resolution caused by an observed capability shortfall.**

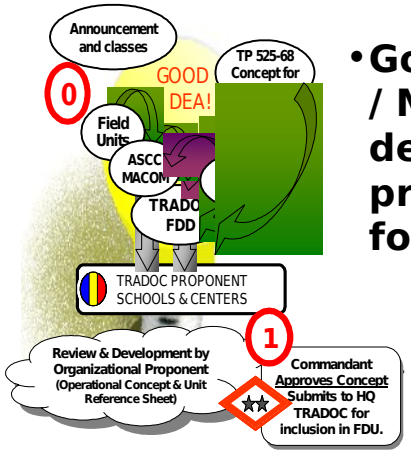
•FDU JR: C-RAM. CONOPS relies on the complete and seamless integration of a full range of sensors to enable (1) denial operations, (2) warning operations, (3) intercept operations, and (4) shape and respond operations. The linkage between sensing and responding is facilitated by an enhanced battle command network that remains centric to Army Battle Command System (ABCS) yet fully interoperable with sister service systems to insure full applicability to joint operations. The threat, whether involving an in-flight RAM or an insurgent indirect fire team, is fleeting and the success of defeating it is dependent upon a reduced sensor to shooter timeline, capability to predict insurgent follow-on actions. Human intervention, to the greatest extent possible, should be minimized to successfully engage targets.

- **War fighting Combatant Commanders generate requirements which the services seek to meet. When a Combatant Commander generated requirement can not be met because Army organizations lack the capability - correcting the shortfall may be addressed in the FDU process**.

-FDU Out of Cycle: EOD Group, Battalion, Company. The VCSA directed that EOD design a modular structure to allow for maximum scalability and tailoring to support the modular force and address the following concerns: Do we have the right EOD Force in the AOR? Do we (Army) have the right organization (EOD + EN) that brings both skills to bear? How do we increase EOD capacity w/without increasing structure?

- **HQDA (CSA/VCSA) frequently approve concepts for new capabilities that cause organizational changes. The approved concept is placed into the FDU process to ensure that the organizational changes meet, but don't exceed, the minimum mission essential war fight capabilities outlined in the HQDA approved concept.**

Step 1: Proponent Review & Development


Announcement and classes
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GOOD DEA!
TP 525-68 Concept for
Field Units
ASCC MACOM
TRADOC FDD
TRADOC PROPONENT SCHOOLS & CENTERS
1
Review & Development by Organizational Proponent (Operational Concept & Unit Reference Sheet)
Commandant Approves Concept Submits to HQ TRADOC for inclusion in FDU.

- **Good Ideas are generally sent through either TRADOC, FDD or ASCC / MACOMs to the appropriate proponent for review and development. Although each proponent has its own internal procedures, at a minimum the initial review covers both of the following areas.**

Area 1: Capability Requirement

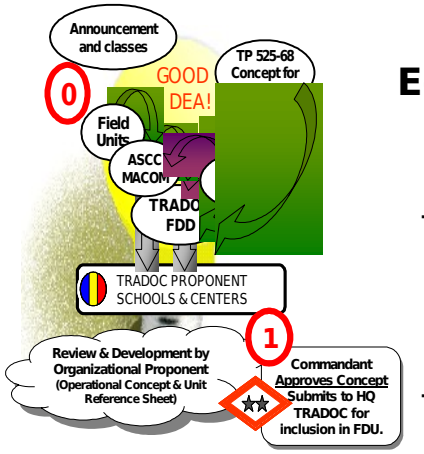
- What war fight capability does the proposal address?
- Has the Army recognized a requirement to provide that capability? Must have HQDA validation of requirement prior to FDU.
- What is the specific capability requirement shortfall?

- **Area 2: DOTMLPF Analysis –** Listed in order of consideration, most to least preferred.
  - Can a change in **DOCTRINE** correct the shortfall?
  - Would additional **LEADER DEVELOPMENT** fix the shortfall?
  - Can the shortfall be overcome with additional **TRAINING**?
  - Does correcting the shortfall require an **ORGANIZATIONAL** solution?
    - Will a **MATERIAL** solution overcome the shortfall?
  - Consider the impact on **PERSONNEL** and **FACILITIES** (includes MARC).

- **If the DOTMLPF analysis shows that an ORGANIZATIONAL solution is needed then the proponent must make an initial assessment of how the organization must change and then determine the best method to make that change.**

Step 1 Cont: Proponent Review & Developmen

Methods to Achieve Organizational Design Changes.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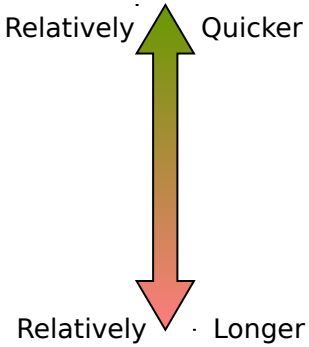


- Administrative Adjustments to Table of Organization & Equipment (TOE) –
DA Form 2028

- **Military Occupational Structure & Classification (MOSC) Adjustments** – Personnel changes internal to a design (changes to standard duty titles and standards of grade)

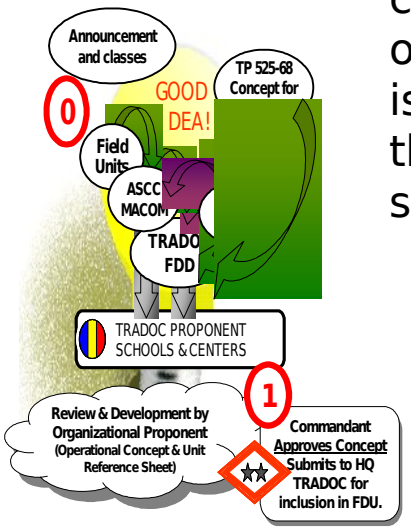
- **Basis of Issue Plans** – Establishes requirement for specific equipment within an organization
(causes changes to associated personnel and equipment)

- **Capability Development Document (CDD)** - Documents the operational performance
requirements that satisfy the required mission needs. (Previously called the ORD).

- **Force Design Update (FDU)** – Primary method for changing designs of existing organizations
and creating new designs

- **Major Redesign/Restructuring Initiatives** – Similar process as FDU, but generally larger in scale effecting all organizations within a:
  - specific proponency (i.e. Aviation Restructuring Initiative (ARI) or Medical Restructuring Initiative (MRI))
  - or echelon (i.e. Force XXI Division Design or Corps Redesign)

Step 1 cont: Proponents Develop FDU Packet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Review & Development by Organizational Proponent (Operational Concept & Unit Reference Sheet)
Commandant Approves Concept Submits to HQ TRADOC for inclusion in FDU.

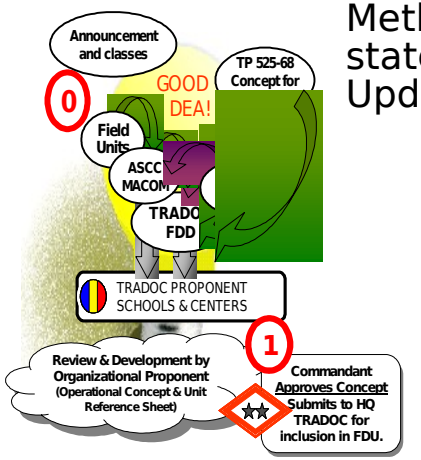
- Force Design Updates are generally necessary when the proposed change exceeds the scope of administrative adjustments, military occupational structure and classification adjustments, or basis of issue plans. Prior to an issue being placed into a Force Design Update the proponent must conduct some development work that will support the proposal. The prerequisite development actions are:

  - **Concept –** There are three distinct concepts (for the purpose of the FDU) consolidated into one paper.
    - **Operational Concept** – This paper explains in conceptual terms how the proponent envisions the proposed organization intends to operate to accomplish it's mission. The Operational Concept focuses on how the organization looks on the ground prior to, during, and after conducting its various missions.

  - **Organizational Concept** – The Organizational Concept explains how the parts and pieces of the organization interrelate to each other. Where the Operational Concept focuses on the organization in terms of space and time, the Organizational Concept focuses on specific functions, roles, and responsibilities performed by the organization. The Organizational Concept explains relationships and how roles, responsibilities, and functions are divided up internal to the organization.

  - **Concept of Change** – The Concept of Change details how the proponent envisions the transition of the current organization to the proposed organization. It focuses on more practical matters limited to the transitory period between the current and proposed design. Impacts on force modernization and

Step 1 cont: Proponents Develop FDU Packet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Review & Development by Organizational Proponent (Operational Concept & Unit Reference Sheet)
Commandant Approves Concept Submits to HQ TRADOC for inclusion in FDU.

- **Organizational Design Paper** - Includes Purpose, Background, Change in requirements, New organization, DOTMLPF impacts, Resourcing Methodology (Personnel / Equipment) and proponent POCs. Include statement or explanation of how MARC impacts the proposed Force Design Update.

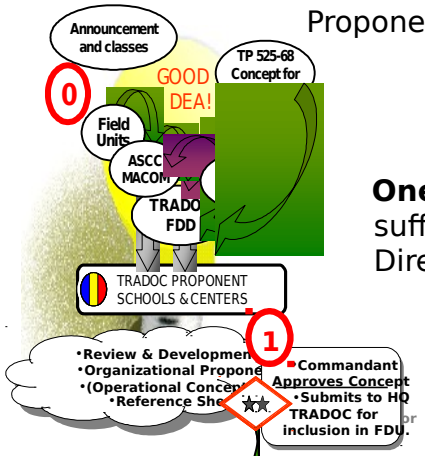
- **Unit Reference Sheet**
  - Identifies personnel and equipment at paragraph and line level of detail – MOS, Grade, quantity.
  - Provides narrative providing sufficient detail for subsequent development of Section I of the TOE.
  - Shows relationships between C2 and work centers.
  - Reflects application of applicable MARC when applied to proposed force design update, when possible.
  - Reflects complete coordination in Branch Proponent's FDIC / CD Directorate.

- **Force Design Update Packet**
  - Transmittal letter submitting the packet for consideration in the FDU process – Usually signed by Commandant
  - Concept Paper – Three concepts in one document (see above).
  - Organizational Design Paper (see above)
  - Unit Reference Sheet(s)
  - Briefing Packet that provides a "stand-alone" information briefing explaining the proponent's proposal includes Purpose, Overview of (ORG, Mission, Capabilities, Limitations), What Occurred to Cause Change (identifies Requirement Shortfall, explains New Operational Capability), Restate the Problem (Facts, Assumptions, COAs) Proposed ORG/DOTMLPF Impacts, and Resourcing Impacts)

The Proponent delineates the proposal at a level of detail that would permit action officers throughout the Army to understand their respective portion of the proposed organizational design.

FORCE DESIGN DIVISION

Step 2: Proponents Present FDU Proposals to a Review Board



Proponents present their Force Design Update proposals at a Review Board Video-Teleconference hosted Force Design Division, the TRADOC Executive Agent for the update process. The objective of the board is two fold:

One – Obtain Division Chief, Force Design Division recognition that the proposed issue is sufficiently developed to take forward to HQ TRADOC Director, Requirements Integration Directorate for release to the field for Army wide staffing.

Two – Identify potential implementation issues early in the process to cognizant Army [illegible] C channels so they may resolve them prior to the issue moving from the development phase to the decision phase of the process.

FDU Review Board

2

- TRADOC HQ
  - FDD (Lead Office)
  - CD, LOG DIV
  - AIMD
  - RID, DOC DIV
  - PPD
  - DCSOPS&T
- CASCOM
- TWVRMO
- OCAR
- NGB
- HQDA (DAMO-FMF lead)
  - ARMY G1 ARMY G4
  - ARMY G3 (DAMO-FMF,FMO,USAFMSA)
  - ARMY G8
- FORSCOM
- BRANCH PROPONENT (as required)

The review board is comprised of members who represent the combat development community across the Army. They review the issues prior to the board being convened and assist the Division Chief, Force Design Division to arrive at an informed judgment on the readiness of the proposal to undergo Army wide field staffing.

The board seeks to:

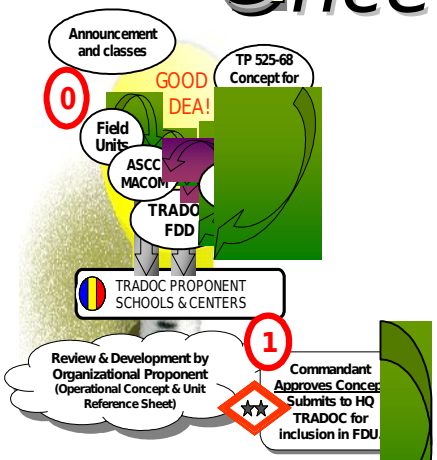
- Determine supportability of the proposed organizational solution.
- Validate the:
  - Required capability shortfall or
  - Need for a new capability
  - Identifies potential implementation issues.

Board members & the branch proponents seek to resolve issues and potential implementation issues prior to seeking approval from the Dir, RID to release the proposals to the field for Army wide staffing.

UPON ACCEPTANCE INTO THE FDU PROCESS, THE PROPOSAL TRANSITIONS FROM A PROPONENT TO A HQ, TRADOC ISSUE

Step 2 Cont: The Secret to FDU Success – A Simple Little Story

Once upon a time . . . Seven Steps to a Sim



FDU Review Board

- TRADOC HQ
  - FDD (Lead Office)
  - CD, LOG DIV
  - AIMD
  - RID, DOC DIV
  - PPD
  - DCSOPS&T
- CASCOM
- TWVRMO
- OCAR
- NGB
- HQDA (DAMO-FMF lead)
  - ARMY G1 ARMY G4
  - ARMY G3 (DAMO-FMF,FMO,USAFMSA)
  - ARMY G8
- FORSCOM
- BRANCH PROPONENT (as required)

2

1. A Simple Statement of the Current **CAPABILITY**
2. The **CHANGE THAT <u>CAUSED</u> or <u>WILL CAUSE</u>** . . A Required Capability Shortfall
3. A Statement of that **CAPABILITY SHORTFALL** – <u>Simple, Concise, & Specific</u>
4. A <u>Quick Summary</u> of the **Analysis of the Alternatives** to overcome Shortfall
5. State the **PREFERRED MMEWR SOLUTION**
6. Explain **<u>how</u>** the preferred **<u>solution FIXes</u>** the **shortfall**
7. What is the **implementation strategy**

- **Personnel** Impacts – Bills/Savings, Standards of Grade, Bill Payer Methodology

  No bill is best, but . . . If there is a bill, provide a statement of which specific required tasks or functions can not be conducted if a space is not resourced or if a lower grade is used. In example, "the current five man 75th Ranger Recon Team (FDU 00-1) will not be able to establish three sites (communications base & two hide sites) simultaneously without a sixth team member." Lay out bill and billpayers by compo. Cover MARC impacts when applied to proposed force design update, when possible.

- **Equipment** Impacts–Bills/Avoidances/Savings, Availability, Changes to Fielding Plans

  If there is a bill, link it to the specific requirement shortfall (see Personnel Impacts example). If there is a cost avoidance or savings make certain to state the fact plainly. Don't be shy about telling a good news story! If the proposal changes fielding plans, clearly state what coordination has been done to see if the proposed change is supportable. Lay out the cost of major equipment.

- **Timeline** – When do key elements of implementation need to be completed

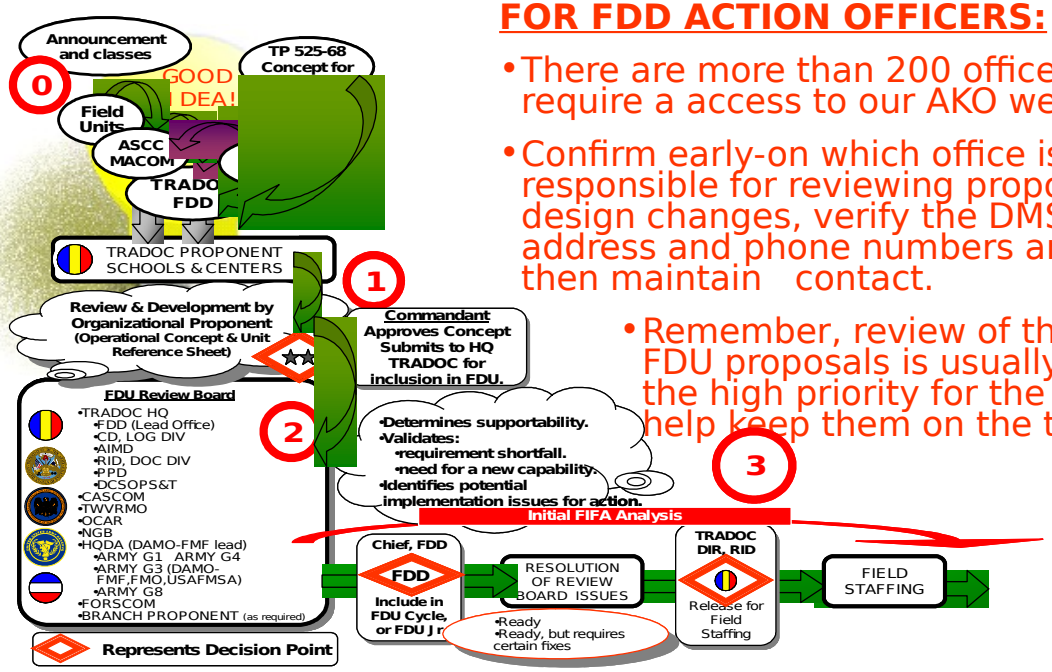
  Sometimes a proposal can only be implemented after a specific piece of equipment is fielded or another organization's design is changed. Make sure the proposal explains what its implementation is dependent on and what critical steps, if any, must occur before or after implementation.

- Review the proposal – if a chapter, paragraph, or verse doesn't address one of the seven steps – cut it out!
- **Keep it simple!**

FORCE DESIGN DIVISION

Step 3: Field Staffing - Dir, RID Approves Release of Proposals for Army Wide Staffing

- Following the FDU Review Board, TRADOC FDD prepares an executive briefing chart that condenses each of the issues into a single page for presentation to the TRADOC Director, Requirements Integration Directorate. The FDD briefing chart, "pony blanket", along with the proponent's concept papers and briefing charts are forwarded to the Dir, RID who determines if the issue should be released to the field for Army wide staffing.
- Dir, RID insures each FDU issue reflects viable personnel billpayer methodology. He may release an issue to the field for Army wide staffing on the condition that outstanding issues from the FDU Review Board be resolved prior to a final TRADOC decision on the proposed organizational solutions.
- Once approved for release to the field, the FDD horseblanket along with the proponent's concept papers and briefing are placed on the AKO website for Army-wide field staffing.
- The field is notified through e-mail of the need to review and provide comments on the proposals. Additionally, addressees are advised to contact FDD for access to the FDU AKO website.



FOR FDD ACTION OFFICERS:

- There are more than 200 offices that require a access to our AKO website.
- Confirm early-on which office is responsible for reviewing proposed design changes, verify the DMS address and phone numbers and then maintain contact.
- Remember, review of these FDU proposals is usually not the high priority for the field - help keep them on the task.

<u>Organizations Included in Army Wide Staffing</u>

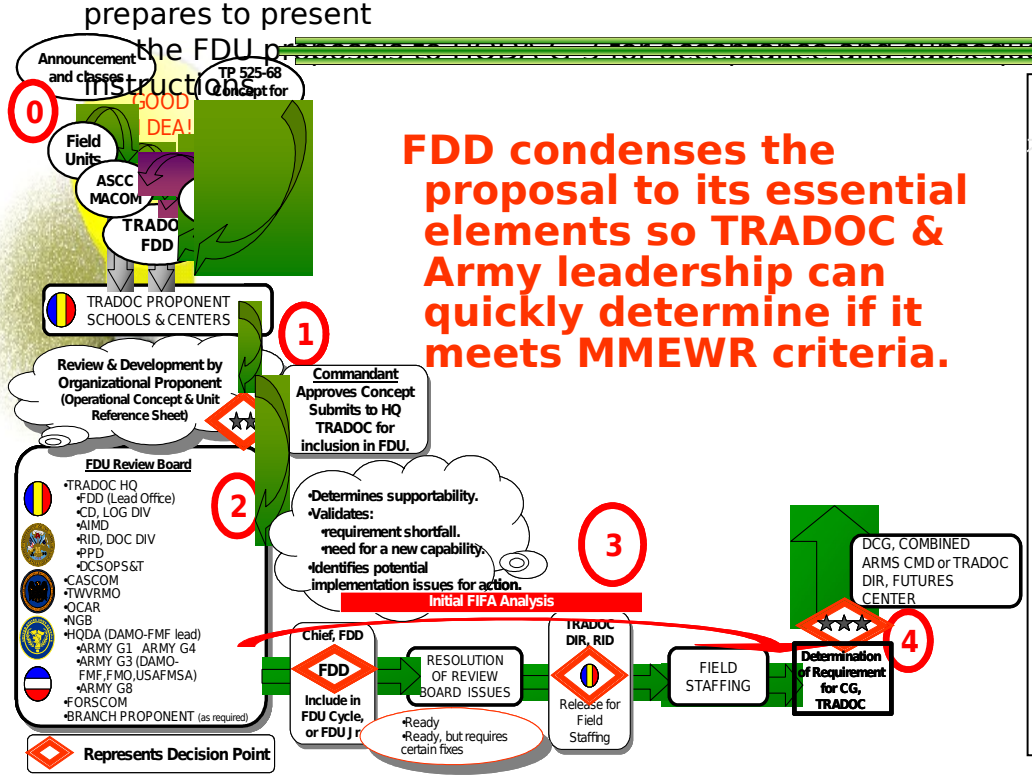
- Unified and Specified Commands
- Army Service Component Commands
- Army Commands
- Corps
- Headquarters Department of the Army - Organization Integrators & System Integrators
- TRADOC Proponents, TWVRMO, TRADOC AIMD

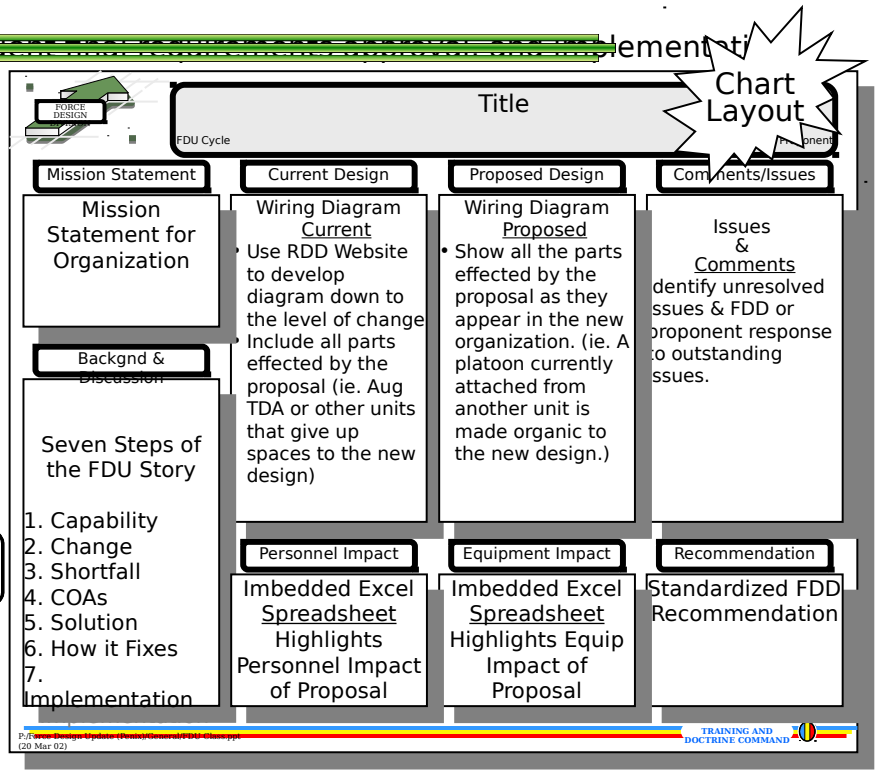
Step 4: DCG-CA or DIR, ARCIC makes a Requirements Determination

- TRADOC FDD works to resolve any issues raised during the Army wide staffing of the FDU proposals. Once issues are resolved or in the event that resolution is not possible, FDD briefs the proposal to Commander, CAC for Modularity issues or Director, ARCIC for all other issues to obtain TRADOC's determination of the requirement.

- Requirements Determination decision maker:
  - Approves the proposal and authorizes forwarding to HQDA G-3 for final requirements approval and implementation instructions.
  - Returns the proposal to FDD and or the proponent for clarification or additional work
  - Disapproves the proposal, determining that it is not an accurate statement of the minimum mission essential warfight requirement.
  - FDD continues to provide clarification and seeks TRADOC approval on issues returned for additional work as it prepares to present the FDU p[illegible] implementati[illegible] instructions.

FDD condenses the proposal to its essential elements so TRADOC & Army leadership can quickly determine if it meets MMEWR criteria.




Title
Chart Layout
FDU Cycle
Mission Statement
Current Design
Proposed Design
Comments/Issues
Mission Statement for Organization
Wiring Diagram Current
• Use RDD Website to develop diagram down to the level of change
• Include all parts effected by the proposal (ie. Aug TDA or other units that give up spaces to the new design)
Wiring Diagram Proposed
• Show all the parts effected by the proposal as they appear in the new organization. (ie. A platoon currently attached from another unit is made organic to the new design.)
Issues & Comments
dentify unresolved ssues & FDD or roponent response o outstanding ssues.
Backgnd & Discussion
Seven Steps of the FDU Story
1. Capability
2. Change
3. Shortfall
4. COAs
5. Solution
6. How it Fixes
7. Implementation
Personnel Impact
Equipment Impact
Recommendation
Imbedded Excel Spreadsheet Highlights Personnel Impact of Proposal
Imbedded Excel Spreadsheet Highlights Equip Impact of Proposal
Standardized FDD Recommendation
TRAINING AND DOCTRINE COMMAND

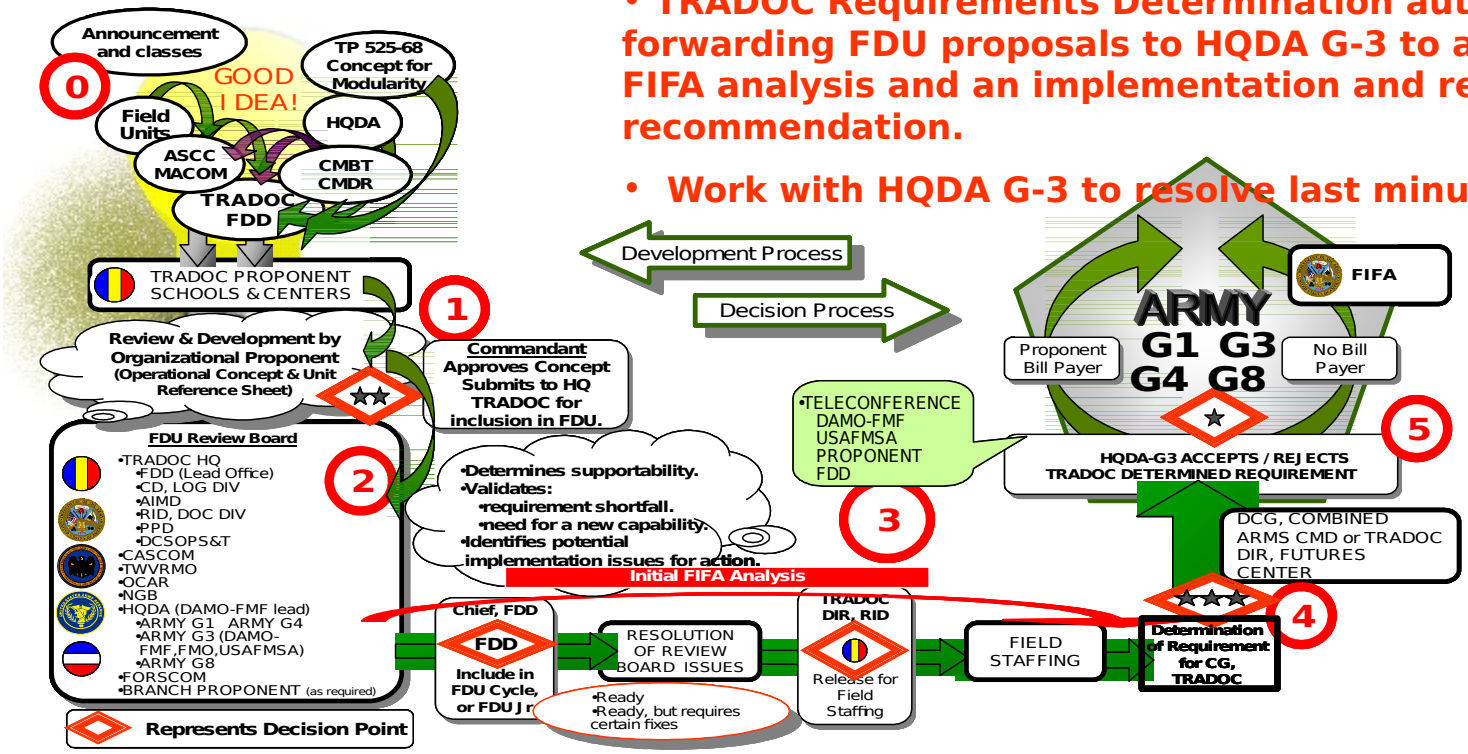
FORCE DESIGN DIVISION

Step 5: HQDA Acceptance of Issue & Determination of Resourcing

- TRADOC Requirements Determination decision authority forwards issue to HQDA G-3.
- HQDA G-3
  - Coordinates ARSTAFF proposals.
  - Reviews the FDU proposal(s) to determine the availability of resources for the proposed organizational solutions.
  - Provides HQDA-G3 recommendation to the VCSA for each proposal:
    - Recommends implementation instructions.
    - Finalizes Force Integration Functional Area Analysis (FIFA).
    - Returns issue to TRADOC for further action and subsequent re-determination of the requirement.
    - Disapproves issue(s).
    - Holds issue(s) in abeyance.

• TRADOC Requirements Determination authority directs forwarding FDU proposals to HQDA G-3 to allow finalizing FIFA analysis and an implementation and resourcing recommendation.

• Work with HQDA G-3 to resolve last minute concerns.



FORCE DESIGN DIVISION

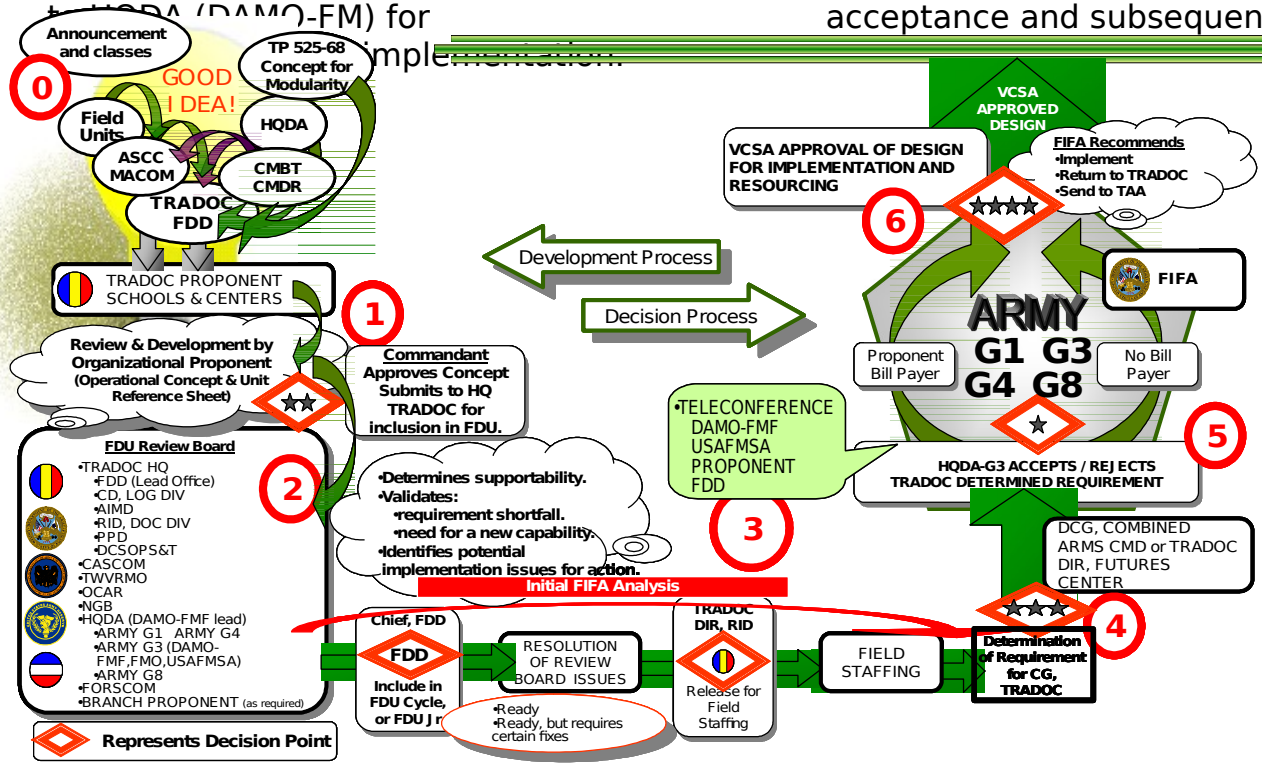
Step 6: Final Approval of the Organizational Solution

HQDA G-3 packages FDU proposals to VCSA for final requirements approval and implementation instructions.

DAMO-FM: - Reviews the FDU proposals to determine the availability and feasibility of resourcing the proposed FDU issue. - Packages the FDU proposals and forwards them through the HQDA G-3 to either the VCSA or CSA for final requirements approval.

- Notifies FDD of HQDA Decisions.

--FDD continues to provide clarification and seek TRADOC approval on issues returned for additional work at the same time that it prepares to present the FDU proposals to HQDA (DAMO-FM) for acceptance and subsequent final requirements approval, implementation.

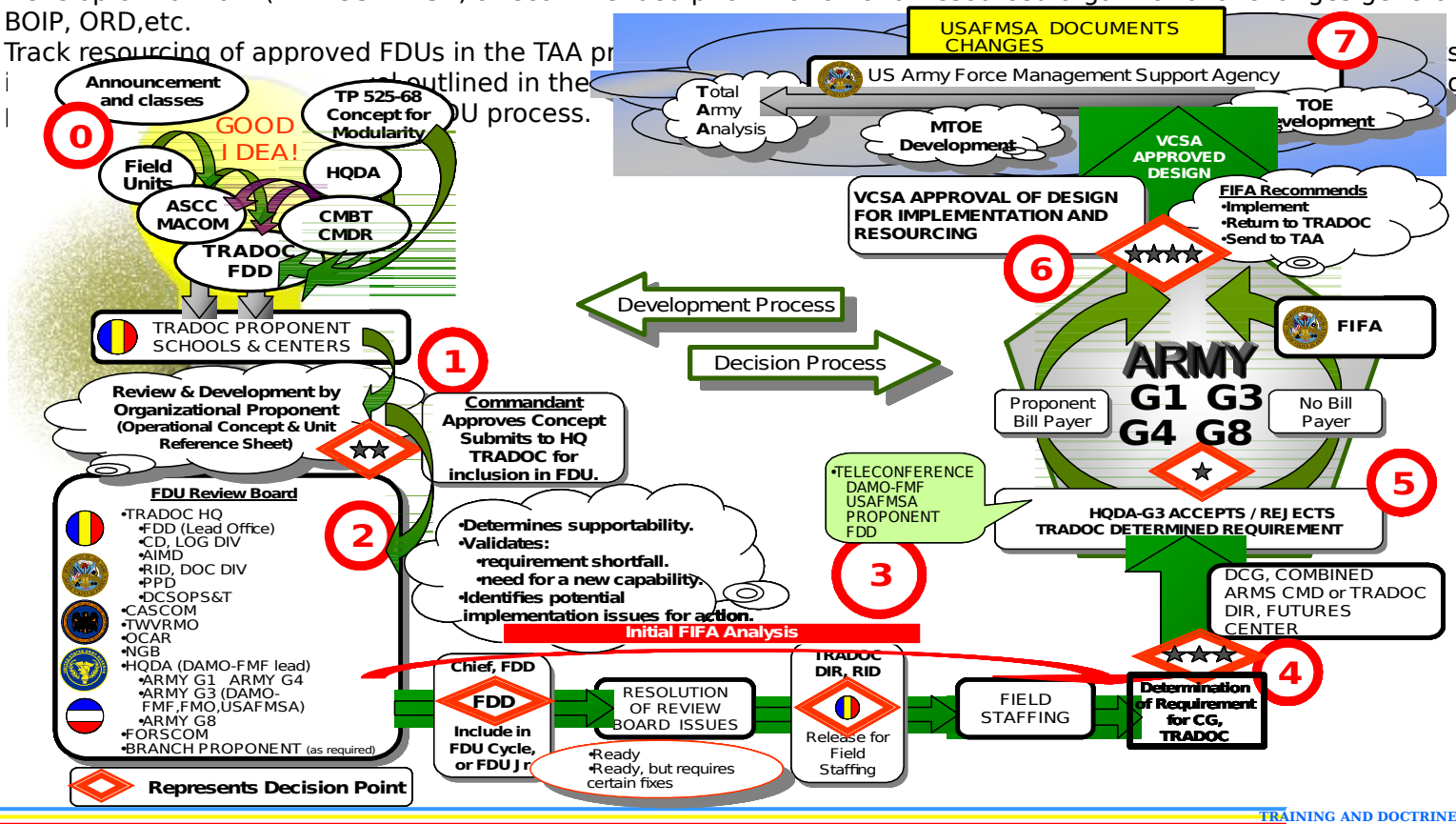


- **Follow-up weekly with HQDA G3 on status of VCSA decision – obtain copy of approval memo.**
- **Begin final assembly of FDU files.**
- **Save e-mail messages on shared drive.**
- **Screen participant briefings – save only latest brief – to keep only most current briefing.**
- **Scan pages of HQDA approval / disapproval message notification.**
- **File only final FDU issue as both electronic and paper file**

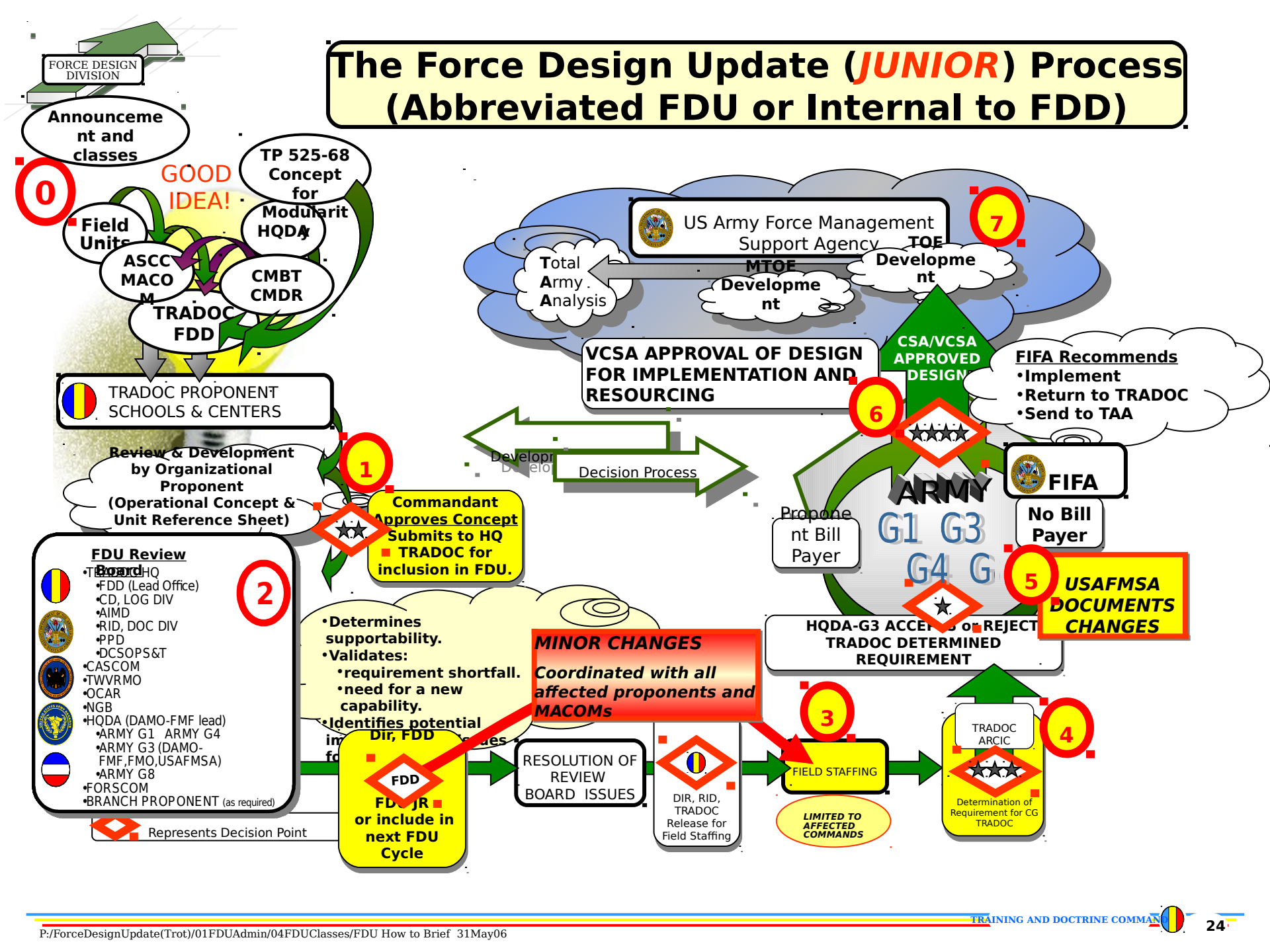
Step 7: Track Status of FDU Implementation

TRADOC FDD Retains an Interest in Implementation of Organizational Solutions

- FDD
  - Work with USAFMSA TOE Div and Branch Proponents to facilitate TOE documentation of approved FDU issue. (Maintain fidelity of approved design)
  - Work with DAMO-FM to
    - Obtain copies of FIFA recommendations.
    - Obtain final VCSA approval documents.
    - Develop & maintain (with USAFMSA) a recommended prioritization of unresourced organizational changes generated by FDU, BOIP, ORD,etc.
    - Track resourcing of approved FDUs in the TAA pr s are resourced outlined in the ge papers DU process.



The Force Design Update (*JUNIOR*) Process (Abbreviated FDU or Internal to FDD)



Force Design Update Contacts

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FORCE DESIGN DIVISION

HQDA Force Integration Functional Area (FIFA) Analysis For FDUs

G-37 FM / DAMO-FMF

FORCE DESIGN DIVISION

Purpose and End State

Purpose:

To enable the Army to approve new organizational requirements that are feasible, suitable and acceptable more rapidly

End State:

To enable the Army to implement fully staffed organizational solutions

Methodology for FIFA Analysis

- **Use requirements to solutions HQDA methodology**
- **G-37/FM assume function of Requirements Staff Officer for FDUs only**
- **Invite RC to participate in ALL issues review**
- **Invite TRADOC, Proponents, and/or Army Service Component Command (ASCC), Army Commands (ARCOM), and Direct Reporting Units (DRU) as required, to facilitate gaining common understanding of proposed requirements**
- **FIFA is HQDA staffing tool when FDUs are being considered for requirements approval and implementation.**

FORCE DESIGN DIVISION

Nine Areas of FIFA Analysis

• **Structuring** (G3 FM Lead) – Determines accuracy of USR to enable requirements documents

• **Manning** (G1 Lead) – Requirements identified at the Officer, Warrant Officer and Enlisted level by grade and MOS, to include additional skills (as required)

• **Equipping** (G8 lead/G4 assist) – Determines equipment and costs feasibilities

• **Training** (G3 TR lead) – Determines special training requirements or initial training costs (re-classification)

• **Sustaining** (G4 lead/G8assist) - Determines if the new organization has adequate organic assets for sustainment

• **Funding** (G8 lead/PAE assist) – Identifies all costs or development timelines to determine any unknown costs

• **Deploying** (G4 lead/G8 assist) – Determines the new organizations strategic relevance. Identifies any special deployment requirements

• **Stationing/Facilities** (ACSIM lead) – Determines any facility impacts and analysis the units stationing

• **Readiness** (G3FM lead) - The Force Validation Committee determines the best cycle to achieve the unit at C3 or better upon implementation.

An lastly, all ARSTAF members implement the Bill Payer Methodology

FORCE DESIGN DIVISION

Functional Area Rating Definitions

G	The organizational issue is suitable, feasible and acceptable with Minor HQDA re-programming of resources
A	The organizational issue is suitable, feasible and acceptable with Moderate HQDA re-programming of resources
R	The organizational issue is NOT suitable, feasible and acceptable without major HQDA re-programming of resources

Suitability. It must accomplish the Army's mission and comply with CSA's guidance on M Transformation. (Is this something that the Army needs to do?)

Feasibility. The proposed organization design (unit, branch, echelon) must have capabi accomplish the mission in terms of available resources. (Is this something the Army can

Acceptability. The transformational advantage gained by executing the organizational d justify the increase cost in resources. (Is this something that the Army is willing to do?)

Force Integration Functional Area Initial Analysis

FIFA	Initial Analysis	Lead
Structuring	• Accuracy of URS to enable requirements documents • Accuracy of manpower bill / savings based on year of implementation • Regular documentation within cycle or justification for out-of-cycle documentation	• G3 (FM) • G1 assist
Manning	• Requirements identified (Off , WO, Enl) by grade, MOS and additional skill (if necessary) •Can the Army man the proposed organization by the year of implementation by COMPO?	• G-1 • G-3 assist
Equipping	• Determine equipment (& cost) feasibility • Assess equipment fielding plans and $$ in POM • Equipment available for redistribution • Equipment new purchase (UFR - $ compete in POM 08-13) • BLUF: Can we equip the proposed organizations (AC & RC) by the intended year of implementation ?	• G-8 lead • G-4 assist

Force Integration Functional Area Initial Analysis

FIFA	Initial Analysis	Lead
Training	• Special Training requirements: digital training (NET) • Initial Training costs (re-classification)	G-3 (TR) G-8 Assist
Sustaining	• Does the new organization have adequate organic assets for sustainment • Impacts of new organization to the CSS system	G-4 G-8 Assist
Funding	• Identify all organizational costs, or develop timeline to determine unknown costs • What is currently in the POM to support the redesign	G-8 lead, PAE and G-3 assist
Deploying	• Is new organization more strategically relevant or less • Identify any special deployment requirements	G-4 lead G-3/G8 assist

Force Integration Functional Area Initial Analysis

FIFA	Initial Analysis	Lead
Stationing / facilities	• Lay down of units' stationing • Determine impacts to facilities, MILCON • Can the Army afford new facilities requirements and MILCON (if required)	ACSIM
Readiness	• Force Validation Committee (FVC) in cycle or out-of cycle to achieve C-3 or better upon activation	G-3 (FM) G-8 Assist

FORCE DESIGN DIVISION

Bill Payer Methodology

- OSD Guidance:
  - No increases in Army end strength
  - No increases in Total Obligation Authority (TOA)

- Director, Force Management Guidance:
  - Proponents must provide bill payers for any strength increases from within the branch
  - TRADOC must validate FDU through Modular Task Force prior to submitting to HQDA

HQDA FDU Timeline

- Day 1: Requirement Determination for FDU received. The OI is assigned as the lead and he or she starts staffing the packet with appropriate integrators.
- Day 10: OI chairs a FIFA Rock-drill and prepares EXSUM.
- Day 15: OI presents FDU overview, issues and recommendations to Dir, FM. Dir, FM provides guidance.
- DAY 32-38: OI presents a FDU recommendation Brief to Dir FM.
- DAY 38-44: Dir, FM releases pony blanket and form 5 through the G-3/5/7 to the VCSA.

Note: Dir, FM is the approving authority for FDU Juniors; however, he may defer decision to the VCSA.

Note: The DAMO-FMF/G-3/5/7 FDU Coordinator schedules the events for the OI.

Ms. Lyn Lister – HQDA FDU
Coordinator

G-37 FM / DAMO-FMF

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FORCE DESIGN DIVISION

The Force Design Update Process

0

Announcement and classes

GOOD IDEA!

Field Units

TP 525-68 Concept for Modularity HQDA

ASCC MACOM

CMBT CMDR

TRADOC FDD

TRADOC PROPONENT SCHOOLS & CENTERS

1

Review & Development by Organizational Proponent (Operational Concept & Unit Reference Sheet)

Commandant Approves Concept Submits to HQ TRADOC for inclusion in FDU.

2

- TRADOC HQ
  - FDD (Lead Office)
  - CD, LOG DIV
  - AIMD
  - RID, DOC DIV
  - PPD
  - DCSOPS&T
- CASCOM
- TWVRMO
- OCAR
- NGB
- HQDA (DAMO-FMF lead)
  - ARMY G1 ARMY G4
  - ARMY G3 (DAMO-FMF,FMO,USAFMSA)
  - ARMY G8
- FORSCOM
- BRANCH PROPONENT (as required)

Represents Decision Point

- Determines supportability.
- Validates:
  - requirement shortfall.
  - need for a new capability.
- Identifies potential implementation issues for acti

Initial FIFA Analysis

Chief, FDD

FDD

Include in FDU Cycle, or FDU Jr

RESOLUTION OF REVIEW BOARD ISSUES

- Ready
- Ready, but requires certain fixes

TRADOC DIR, RID

Release for Field Staffing

3

FIELD STAFFING

Determination of Requirement for CG TRADOC

4

DCG-CA or DIR, ARCIC

5

HQDA-G3 ACCEPTS / REJECTS TRADOC DETERMINED REQUIREMENT

- TELECONFERENCE
  - DAMO-FMF
  - USAFMSA
  - PROPONENT
  - FDD

ARMY G1 G3 G4 G8

Proponent Bill Payer

No Bill Payer

WE ARE HERE

Decision Process

Development Process

6

VCSA APPROVAL OF DESIGN FOR IMPLEMENTATION AND RESOURCING

VCSA APPROVED DESIGN

FIFA Recommends
- Implement
- Return to TRADOC
- Send to TAA

FIFA

7

US Army Force Management Support Agency

Total Army Analysis

MTOE Development

TOE Development

OVERVIEW OF THE ORGANIZATIONAL DEVELOPMENT PROCESS

FORCE DESIGN DIVISION